



**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, 3rd BRIGADE, 3rd INFANTRY DIVISION (MECHANIZED)  
9050 KELLEY HILL  
FORT BENNING, GEORGIA, 31905-5900



AFZP-VI-C

COMMAND POLICY LETTER NO. CO-4a

PREVENTION OF SEXUAL HARASSMENT

1. References: AR 15-6, Investigations
2. Applicability: This policy is applicable to all 3D Brigade Combat Team (BCT) units and personnel living and working on Fort Benning and, as appropriate, to 3D BCT units and personnel stationed at Fort Stewart.
3. Purpose: The purpose of this policy is to establish clear guidance of the prevention of sexual harassment.
4. Policy:
  - a. I am committed to the goal of an environment free of sexual harassment of all Soldiers, their Family Members, and Army Civilians in this Brigade Combat Team. The policy is called zero tolerance. I expect all leaders of this command to take responsibility for both prevention and the appropriate, immediate corrective action to eliminate sexual harassment.
  - b. Sexual harassment is defined as a form of gender discrimination that involves unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature. Sexual harassment is deliberate or repeated, unsolicited, degrading, and embarrassing. It is sexually related in language, gestures, coercion, and physical contact that are unwelcome. The recipient, not the offender, determines the term "unwelcome".
  - c. Foul language, lewd material, passing rumors or innuendo can make a place of duty offensive and hostile. Profane language, lewd remarks, and suggestive "Jody" calls will not be used at any time. If you can be heard or seen by another person, consider yourself "in public". I want

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you to think of one of your relatives of the opposite gender: if he or she saw or heard what you were doing, how would they react? How would you feel if they saw you or heard you?

5. Procedure:

a. Any member of the 3<sup>rd</sup> Brigade Combat Team...to include Family Members...who thinks he/she is experiencing sexual harassment either on or off duty should report the incident. The chain of command is the preferred method to attain fast and efficient resolution, however, other agencies are available. An allegation of sexual harassment will be treated at all levels of command with the seriousness it deserves. Expect an immediate investigation, either a commander's inquiry or AR 15-6, to clear the air.

b. A copy of this letter will be posted on all unit bulletin boards, read to all personnel during unit in-processing, and brought to the attention of all unit personnel at least quarterly during appropriate training, such as CO2.

6. Proponent: The proponent for this policy is the Brigade EO Representative, 544-2507.



ANTHONY A. CUCOLO III  
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Distribution:

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